



DEPARTMENT OF THE NAVY

CHIEF OF NAVAL PERSONNEL
WASHINGTON, D.C. 20370-5000

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22 Dec 11

MEMORANDUM FOR PRESIDENT, FY-13 ACTIVE LDO/CWO IN-SERVICE
PROCUREMENT SELECTION BOARD

Subj: FY-13 ACTIVE LIMITED DUTY OFFICER (LDO) AND CHIEF WARRANT
OFFICER (CWO) SELECTION BOARD QUOTAS

Encl: (1) FY-13 Active Duty LDO Selection Quota Plan
(2) FY-13 Active Duty CWO Selection Quota Plan
(3) FY-13 Active Duty LDO/CWO Primary Discrete
Requirements

1. This memorandum provides policy guidance and quota authorizations for the FY-13 Active LDO and CWO In-service Procurement Selection Board that convenes on 9 January 2012. Selectees will be commissioned 1 October 2012 through 1 September 2013.

2. The board is authorized to select numbers specified in enclosure (1) for appointment to LDO in the grades of lieutenant junior grade and ensign, and to select numbers specified in enclosure (2) for appointment to CWO (W-2/W-3). The board will rank primary and alternate selects on separate LDO and CWO lists in descending order. Alternate selects are required to satisfy officer requirements should a primary select later decline to accept or is found not eligible for appointment, and to satisfy emergent billet growth requirements in specific designators. Enclosure (3) contains discrete selection requirements to be considered for specific designators.

3. Eligible candidates may apply for both LDO and CWO. If selected as a primary or alternate, the candidate's name may appear on either the LDO or CWO primary/alternate list, but not both.

4. Selection to the full quota of either primary or alternate numbers, within specific designators, may not be possible if the board finds there are not enough fully qualified applicants. In that event, after the board has submitted its report and should the needs of the Navy so dictate, the Chief of Naval Personnel may move candidates recommended by the board as alternates to the primary list within the same designator. Transferring of primary or alternate quotas by the board from one designator to another is not authorized.

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OFFICER (CWO) SELECTION BOARD QUOTAS

5. Release of quota numbers to other than selection board members is not authorized until after the board has been convened. In addition, disclosing the name of alternate selects not moved to primary status is not authorized at any time.

A. M. Kurta

A. M. KURTA

Rear Admiral, U.S. Navy

Director, Military Personnel,

Plans and Policy Division (N13)

FY-13 ACTIVE DUTY LDO SELECTION QUOTA PLAN

LDO CATEGORY AND DESIGNATOR	LTJG PRIMARY	ENS PRIMARY	ENS ALTERNATES
DECK 611X		9	2
OPERATIONS 612X		13	3
ENGINEERING 613X		17	3
SPECIAL WARFARE 615X		0	0
ORDNANCE 616X		15	3
ELECTRONICS 618X		16	3
SUB-DECK 621X		0	0
SUB-ENGINEER 623X		2	1
SUB-ORDNANCE 626X		9	4
SUB-ELECTRONICS 628X		4	1
SUB-COMMUNICATIONS 629X		3	1
AVIATION-DECK 631X		4	1
AVIATION-OPERATIONS 632X		3	1
AVIATION-MAINTENANCE 633X		27	4
AVIATION-ORDNANCE 636X		11	2
AIR TRAFFIC CONTROL 639X		3	1
NUCLEAR POWER 640X		36	0
ADMINISTRATION 641X		17	3
INFO SYSTEMS 642X	1	14	3
BANDMASTER 643X		2	1
INFO WARFARE 644X		11	2
INTELLIGENCE 645X		2	1
OCEANOGRAPHY 646X		2	1
PHOTOGRAPHY 647X		0	0
EXPLOSIVE ORD DISP 648X		8	1
PHYSICAL SECURITY 649X		12	2
SUPPLY 651X		8	1
CIVIL ENGINEER 653X		2	1
LAW 655X		0	0
TOTAL	1	250	46

**FY-13 ACTIVE LDO SELECTION QUOTA LIMITATIONS -
SELECT NO MORE THAN THE FOLLOWING (MAY SELECT FEWER)**

LDO CATEGORY AND DESIGNATOR	LTJG PRIMARY	ENS PRIMARY	ENS ALTERNATES
NUCLEAR POWER (640X) FROM SUBMARINE SOURCE RATINGS (TOTAL)	0	26	0
Paygrade E-7 (NEC 3365/3366) SUB MM	0	10	0
Paygrade E-6/7/8/9 (NEC 3363) SUB ET	0	4	0

FY-13 ACTIVE DUTY CWO SELECTION QUOTA PLAN		
CWO CATEGORY AND DESIGNATOR	CWO PRIMARY	CWO ALTERNATES
DECK 711X	6	2
OPERATIONS 712X	9	2
ENGINEERING 713X	18	3
SPECIAL WARFARE 715X	10	4
ORDNANCE 716X	4	1
SW COMBATANT CREW 717X	3	2
ELECTRONICS 718X	4	1
DIVER 720X	4	1
SUB-DECK 721X	0	0
SUB-ENGINEER 723X	1	0
SUB-ORDNANCE 726X	2	1
SUB-ELECTRONICS 728X	1	0
AVIATION-DECK 731X	3	1
AVIATION-OPERATIONS 732X	2	1
AVIATION-MAINTENANCE 734X	10	2
AVIATION-ORDNANCE 736X	15	3
AVIATION-AVIONICS 738X	8	1
NUCLEAR POWER 740X	5	0
ADMINISTRATION 741X	14	3
INFO SYSTEMS 742X	10	1
CYBER WARFARE 743X	2	1
INFO WARFARE 744X	11	2
INTELLIGENCE 745X	6	2
EXPLOSIVE ORD DISP 748X	0	0
PHYSICAL SECURITY 749X	5	1
SUPPLY 751X	1	0
FOOD SERVICES 752X	3	1
CIVIL ENGINEER 753X	3	1
TOTAL	160	37

**FY-13 ACTIVE DUTY LDO/CWO PRIMARY
DISCRETE REQUIREMENTS**

DESIGNATOR

SELECTION GUIDANCE

Note

All designators

If the applicant's quality supports the total number requested, select to the requested numbers. However, if the quality level does not support the total number of requested selects, it is important that only those who are the best and fully qualified are selected.

**Surface Deck
(611X/711X)**

Applicants from the Quartermaster (QM) ratings must have demonstrated they have acquired the appropriate deck seamanship experience and knowledge through additional qualifications and assignments to be successful in this designator.

**Surface Operations
(612X/712X)**

Applicants from the Sonar Technician (STG), Quartermaster (QM) and Cryptologic Technician (CTT) ratings should have demonstrated they have acquired the appropriate experience and knowledge through additional qualifications and assignments within the Ship's Combat Information Center (such as CICWO qualification) to be successful in this designator.

**Surface Engineer
(613X/713X)**

Engineering applicants should have demonstrated that they have acquired main propulsion experience and knowledge through EOOW qualification(s) from a Gas Turbine, Diesel, or Steam propulsion plant. New accession officers will be detailed to various sea duty assignments where they are expected to earn their first officer EOOW qualification. Applicants must have a diverse career track and, upon commissioning, be world-wide assignable to arduous sea duty. ** CVN non-nuclear EOOW letters should not be considered equal qualifications.

**Special Warfare
(715X)**

Differences between Active and Reserve component criteria: None. Both Reserve and Active 715X criteria are the same.

**FY-13 ACTIVE DUTY LDO/CWO PRIMARY
DISCRETE REQUIREMENTS**

DESIGNATOR

SELECTION GUIDANCE

Special Warfare Chief Warrant Officers are tactical and technical experts in the field of Naval Special Warfare and Special Operations as well as established leaders. These Officers supervise the training of Special Warfare Operators, coordinate high-risk training exercises, evaluate combat readiness, and direct personnel in the execution of full spectrum special operations in every environment and every theater. They may serve as, but are not limited to: Task Unit Operations Officers, Training Officers, Support Activity Officers, Combat Systems, Readiness Officers, and Special Program Managers

SPECIFIC QUALIFICATION REQUIREMENTS

1. Designated in writing as SEAL Special Warfare Operator and have one of the following NECs: 5326 or 5323.
2. Successfully served and deployed in a tactical leadership role. The following positions should be viewed more favorably.
 - a. SEAL Platoon or Troop LCPO
 - b. Naval Special Warfare Development group team leader
 - c. Cross Function Team (CFT) LCPO
3. Service in a leadership role in a diversity tour, non-tactical role, should also be considered, such as:
 - a. Phase of Department LCPO
 - b. Training LCPO
 - c. Operations LCPO
4. The objective is to select combat and operationally proven leaders possessing a wide variety of supervisory skills such as, but not limited to: Diving Supervisor, HRST Master, Jump master, Master Training Specialist, Advanced Special Operations (ASO) levels 2 or 3, Range Officer-in-Charge and Range Safety Officer.

**FY-13 ACTIVE DUTY LDO/CWO PRIMARY
DISCRETE REQUIREMENTS**

DESIGNATOR

**Special Warfare
Combat Crewman
717X**

SELECTION GUIDANCE

Differences between Active and Reserve component criteria: None. Both Reserve and Active 717X criteria are the same. Special Warfare Combatant Craft-Crewman Chief Warrant Officers are tactical and technical experts in the field of Naval Special Warfare operations as well as established leaders. These Officers lead Special Boat Team (SBT) Troops and direct personnel in the execution of combatant craft operations in every theater. They may serve as, but are not limited to: Troop Commander, Task Unit Commander, SBT DET Officer-in-Charge and Training Officers.

SPECIFIC QUALIFICATION REQUIREMENTS

1. Designated in writing as a Special Warfare Combatant Craft-Crewman (NEC 5352), and Patrol Officer.
2. Successfully served and deployed in one of the following:
 - a. SBT Detachment Commander
 - b. Naval Special Warfare Development Group Team Element LCPO
3. Service in a leadership role in a diversity tour, non-tactical role, should also be considered, such as:
 - a. Phase of Department LCPO
 - b. Training LCPO
 - c. Operations LCPO
4. Objective is to select combat and operationally proven leaders possessing a wide variety of supervisory skills such as, but not limited to Patrol Officer, Boat Captain, HRST Master, Jumpmaster, Master Mariner, Master Training Specialist, Range Safety Officer, and Advanced Special Operations Course.

**FY-13 ACTIVE DUTY LDO/CWO PRIMARY
DISCRETE REQUIREMENTS**

DESIGNATOR

SELECTION GUIDANCE

**Surface Ordnance
(616X/716X)**

Applicants who are selected for LDO or CWO will be detailed into Systems Test Officer billets on AEGIS DDGs for their first tour. Therefore, a demonstrated working knowledge of AEGIS or Fire Control systems should be a positive factor towards selection.

**Surface Electronics
(618X/718X)**

Applicants who are selected for LDO or CWO will be detailed into EMO billets on DDGs or CV/CVNs for their first tour. Therefore, applicants should have a demonstrated working knowledge on maintenance of a variety of electronic systems.

**Submarine Ordnance
(626X/726X)**

Applicants who are selected for LWO or CWO will be expected to supervise nuclear weapons technical operations. Special consideration should be given to those applicants that are Missile Technician's (MT'S)

**Diving Officer
(720X)**

Applicants selected for Diving CWO will be expected to supervise diving operations offshore and inshore. Each applicant is required to have filled billets in each diving discipline: (UWSH, Salvage, Special Warfare), passed the MDV written examination, completed the Salvage Officer NKO COI and be qualified at the highest level of diving supervisor at present command (Refer to MILPERSMAN 1220-100; Page 19; para a thru e, h, and I for additional guidance). Special consideration should be given to those applicants possessing the Master Diver certificate as they are technical experts.

**Aviation Avionics
(738X)**

Applicants who possess recent technical and supervisory experience in an Aircraft Intermediate Maintenance Department/Fleet Readiness Center (AIMD/FRC) (Afloat or Ashore) within their last two assignments shall be given specific consideration.

**FY-13 ACTIVE DUTY LDO/CWO PRIMARY
DISCRETE REQUIREMENTS**

DESIGNATOR

**Nuclear Power
(640X/740X)**

SELECTION GUIDANCE

Applicants with CVN A2W/A4W experience should have acquired qualifications as a Propulsion Plant Watch Supervisor (PPWS) or for submarine applicants, Engineering Watch Supervisor (EWS). Nuclear Enlisted personnel do not qualify as Propulsion Plant Watch Officer (PPWO) unless they are serving on a multi-reactor ship and have special permission from Naval Reactors. Additionally, only a select few qualify as Engineering Officer of the Watch (EOOW) at the land based prototypes. Those who have not qualified at least as PPWS or EWS should not be considered.

Analysis indicates the FY-13 Nuclear LDO/CWO Selection Board process has the potential to negatively impact the health of the Naval Nuclear Propulsion Program (NNPP) enlisted community if selections were to disproportionately occur from a specific community or rating. Should this disproportionate number of selections occur through the natural selection process, the quota limitations provided in Enclosure (1) will be observed to mitigate negative impacts on community health.

**Information Systems
(642X/742X)**

Applicants that have experience in Special Warfare, Surface, and Subsurface Communications, Networks, and/or Information Assurance should be given primary consideration. Also experience in initial entry expeditionary communications and network operations is desirable.

**Bandmaster
(643X)**

Musicians divide into two sections: Premier Bands (UIC: 0434A and 64377) and Fleet Bands (all other UICs). Lack of rotation for Premier band applicants should not be a

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DISCRETE REQUIREMENTS**

DESIGNATOR

SELECTION GUIDANCE

detractor to these candidates as these assignments are permanent duty. Well-qualified candidates from Fleet Bands should possess a rounded and varied career. For Fleet candidates, special consideration should be given to those possessing NEC 3851.

Information Systems (642X/742X) Applicants that have experience in Surface Communications and Networking skills should be given consideration. Also experience in initial entry expeditionary communications and network operations is desirable.

Information Warfare (644X) Special consideration should be given to candidates with demonstrated leadership in the following assignments: PCS afloat, Cryptologic Direct Support (Air, Surface, Subs, Naval Special Warfare), and Computer Network Operations (CNO). The strongest candidates will also possess technical expertise in one or more of the above mentioned assignments.

Information Warfare (744X) Special consideration should be given to candidates with demonstrated technical expertise in the following assignments: PCS afloat, Cryptologic Direct Support (Air, Surface, Subs, Naval Special Warfare). Candidates should have experience in the following core competencies: Signals Intelligence, Electronic Warfare, and Computer Network Operations (CNO). The strongest candidates will also have demonstrated leadership in one or more of the above mentioned assignments.

Cyber (743X) Candidates should hold NEC 9308 and have demonstrated technical expertise in Computer Network Operations (CNO). The strongest candidates will have demonstrated leadership in the above discipline and should have cyber training through Navy, National, and/or civilian curriculum.

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**Intelligence
(645X)**

Applicants for LDO should continue to be considered from all four intelligence (39XX) NECs: 3910 (Imagery), 3912 (Expeditionary), 3923 (Strike) and 3924 (OPINTEL) or no NEC; but who have documented sustained superior performance in the intelligence community. Intelligence LDOs will continue to complement the 1630 designator across the community. First consideration will be given to applicants with sustained superior performance afloat. Second, consideration will be given to applicants who have had been on both sea and shore duty flag staffs, on operational intelligence watch floors at major intelligence joint commands.

**Intelligence
(745X)**

To build a more balanced CWO inventory applicants holding NECs 3910 (Imagery), 3912 (Expeditionary), 3923 (Strike), and 3924 (OPINTEL), shall be viewed more favorably than applicants with HUMINT related background/training. Applicants must have TS/SCI clearance, documented sustained superior performance in the intelligence community, and demonstrated maturity, management and leadership in support of Naval and Joint operations.

**Explosive Ordnance
Disposal
(648X)**

Applicants should have displayed the ability to tactically lead an EOD Team or Platoon, and possess qualifications that clearly articulate that they can supervise core EOD functions. Applicants holding the 5337 NEC should be viewed as more favorable to those holding the 5335 NEC. 648X accessions will be detailed to their initial tour as an EOD Platoon Leader.

**Security
(649X)**

Applicants for the 649X/749X designator must possess a strong knowledge base of, and significant experience in Antiterrorism/Force Protection measures, detention operations, physical security and law enforcement. Applicants must have demonstrated the ability to plan, organize,

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DESIGNATOR

SELECTION GUIDANCE

and implement required security measures in defense of a vessel, installation, or protection of High-Risk Personnel under varied threat levels and under arduous conditions. Applicants must have similarly demonstrated exceptional ability to lead and direct forces in complex security environments in support of the Global War on Terrorism. Applicants must have a diverse career track and, upon commissioning, be world-wide assignable to unusually arduous sea or isolated duty.

**Supply
(651X)**

Due to a shortage of Limited Duty Officers with submarine experience, special consideration should be given to submarine warfare qualified applicants.

**Civil Engineer
(653X/753X)**

Due to a critical shortage of Chief Warrant Officers with underwater construction experience, special consideration should be given to any applicant possessing the Advance Underwater Construction (Diver) NEC5931 or Master Diver (NEC 5933 or 5941).